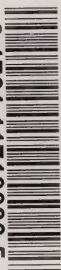


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SUMMARY
OF
RECOMMENDATIONS
OF THE
CACSW

March 1982



**Canadian Advisory Council
on the Status of Women**

Box 1541 Station B, Ottawa K1P 5R5

**Conseil consultatif canadien
de la situation de la femme**

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FOREWORD

This publication provides summaries of the recommendations and policy statements made by the Canadian Advisory Council on the Status of Women. Its purpose is to provide only a general overview of the Council's involvement with various issues and is by no means a comprehensive document of the Council's work to date. For verbatim records of the Council's recommendations and policy statements please write to:

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ORIGIN OF THE COUNCIL

On February 16, 1967, a Royal Commission on the Status of Women (RCSW) was set up "to ensure for women equal opportunities with men in all aspects of Canadian society...".

On September 28, 1970, the commissioners submitted their report, which provided the government with 167 recommendations of which 122 were within federal jurisdiction. In accordance with recommendation 166 stipulating "that a federal Status of Women Council ... be established ..." the Canadian Advisory Council on the Status of Women (CACSW) was established on May 31, 1973.

COMPOSITION

The CACSW is composed of 30 members appointed by the federal government. The president, two vice presidents, and twenty-seven other members are appointed for three-year terms from all the provinces and territories.

Council meetings are held four times a year in various parts of the country. A small staff supports ongoing Council activities.

MANDATE

The role of the Council is two-fold:

- . to bring before the government, and the public, matters of interest and concern to women;
- . to advise the Minister Responsible for the Status of Women on such matters as the Minister may refer to the Council for its consideration or as the Council may deem appropriate.

ABORTION

Since it was established in 1973, the CACSW has recommended to the Government of Canada that abortion be removed from the Criminal Code. The Council also notes, with great concern, that not only are abortion services in Canada limited, but that in recent years there has actually been a reduction of such services. Therefore, it has maintained its efforts to lobby for increased access to these services, and also for abortion laws that are more adequate and suitable to the needs of women today.

ADOPTION

The CACSW notes that the needs of parents who adopt children are not served adequately under our current laws and practices. The Council states that recognition must be given to the fact that adjustment to parenthood, whether by natural or adoptive means, involves equal disruption to the lives of all parents. Hence, it recommends that provisions within the Canada Labour Code and the Unemployment Insurance Act with regard to maternity leave and unemployment benefits should be made applicable to adoption. Such leave and benefits should be granted to either the adoptive father or to adoptive mother.

See also: **CHILD CARE SERVICES**
MATERNITY BENEFITS
FAMILY ALLOWANCE
TAXATION

AFFIRMATIVE ACTION

The CACSW is concerned that the promotion of women to senior levels of the Public Service of Canada is still a rare occurrence. It believes that selected types of affirmative action are necessary as temporary measures to reduce the disparity between the numbers of men and women in senior Public Service positions.

See also: **BOARD AND COMMISSION APPOINTMENTS**

BIRTH PLANNING

Since 1975, the CACSW has maintained its position that the federal government should establish an effective birth planning program for Canada. To this end, the Council recommends that the government provide the necessary programs and funds to coordinate the efforts of all relevant government and voluntary agencies. The Council believes that an effective birth planning program must include:

- (a) a national publicity campaign, providing both general information about birth planning and contraceptive techniques and local information about the availability of services;
- (b) a national population survey based on demographic and fertility studies;
- (c) a research program concerned with both the development of new and improved methods of birth planning and contraception and with the delivery of information and services;
- (d) an education program which would include the distribution of literature and audiovisual material, the review of information offered by voluntary agencies, support for the notion of family life and sex education in the schools, support for birth planning education for all health personnel, and the development of programs which recognize the special needs of native people and ethnic groups.

The Council also notes that special attention should be given to the needs of groups which are disadvantaged, with regard to birth planning information and services. Identified disadvantaged groups include adolescents, low-income groups and residents of rural communities.

See also: **CHILD CARE SERVICES**
FAMILY - ONE PARENT
EMPLOYMENT

BOARD AND COMMISSION APPOINTMENTS

The CACSW notes that many decisions affecting important areas of Canadian life (such as communications, energy policies and the economy, etc.) are made without adequate representation from the women of Canada. Thus, the Council recommends to the federal government that as many women as men be appointed to all federal boards, commissions, councils, committees and crown corporations in order to reflect the fact that women form 51% of the population of Canada.

In addition, the CACSW insists that detailed data on all such appointees be made available to the Council in accordance with the Freedom of Information Act, in order that the representation of women can be monitored.

See also: **AFFIRMATIVE ACTION**

CHILD CARE SERVICES

The CACSW notes that child care services are urgently required throughout Canada. It is concerned that lack of child care services is a barrier to the re-entry of women into the labour force. Therefore, it recommends that the federal government establish child care centres in workplaces where there are concentrations of federal government employees. In addition to this, the Council recommends that the federal government co-operate with provincial and territorial governments to establish effective child care programs that will facilitate the entry and re-entry of women into the workforce.

See also: **IMMIGRANT WOMEN**
EMPLOYMENT
TAXATION
WOMEN RE-ENTERING THE WORKFORCE

DIVORCE

Since its establishment in July 1973, the CACSW has maintained that the Divorce Act should be revised. Such revision of the Act should be based on recognition of (a) the concept of equality of the spouses, and (b) the concept that the right to be married should be accompanied by the right to stop being married. Thus, the Council believes that:

- (a) Marriage breakdown should be the sole criterion of divorce, and should be established by a one-year separation of the spouses, or a one-year waiting period following an application for divorce by either spouse.
- (b) Where both spouses jointly request or consent to divorce and where no dependent children, maintenance or property requests, or possibility of reconciliation need to be considered, no waiting or separation period should be required.
- (c) The courts should grant a divorce only when they are satisfied that the parties have reached an equitable property settlement; that adequate maintenance, based on financial abilities, is provided for the spouse with custody of the children; and that satisfactory arrangements are made for the emotional and physical development of the children.
- (d) The courts should be empowered to include cost of living increases in maintenance awarded to spouses and/or children.

In addition, the Council strongly believes that the federal government, rather than the provinces, should have jurisdiction over divorce: this would ensure uniformity of laws across the country.

See also: **FAMILY COURT**
MARRIAGE
MATRIMONIAL PROPERTY

EMPLOYMENT

The CACSW notes that employment development programs set out by the Canada Employment and Immigration Commission are generally inadequate in dealing with the employment needs and problems of women. Therefore, the Council recommends that:

- (a) The initiation of any employment program be contingent upon the enrolment of a specified proportion of women trainees;
- (b) A procedure to monitor and evaluate programs be established in order to ensure their specific usefulness for women;
- (c) The training allowance system be amended to meet more realistically the financial needs of women, especially those who have dependents;
- (d) The government formulate specific policies to assist women re-entering the workforce, and women with dependents, who have particular employment problems.
- (e) Under the LEDA program, which provides help in establishing small businesses, extra assistance be given to women proprietors.

See also: **CHILD CARE SERVICES**
IMMIGRANT WOMEN
WOMEN RE-ENTERING THE WORKFORCE
WOMEN AND UNIONS

FAMILY ALLOWANCE

The CACSW supports a universal family allowance system, in the belief that this is one of the ways in which the Canadian government recognizes the contribution of all mothers to society.

The Council is aware that the present benefits for low-income parents are woefully inadequate, and should be increased as soon as possible. It suggests that to achieve this, the refundable child tax credit for families with lower-than-average income should be increased, and this tax credit should be paid in monthly instalments.

See also: CHILD CARE SERVICES
MATERNITY BENEFITS
PARENTAL BENEFITS
TAXATION

FAMILY COURT

The CACSW supports the idea of federal and provincial cooperation in the development of a unified family court with comprehensive and integrated jurisdiction over all matrimonial and family proceedings. This would include divorce, judicial separation, alimony, the division of matrimonial property and juvenile offences.

The following are some of the Council's recommendations on this issue:

- (a) that family court proceedings be closed to the general public and to the press;
- (b) that the unified family court should not be an adversary system;
- (c) that a Maintenance Award Fund be established into which payments ordered for support of an estranged family would be made and out of which such payments to the family would be drawn;
- (d) that the family court system include support provisions for the financially dependent spouse so that he/she can work towards becoming economically independent;
- (e) that a central registry of all court decisions for all jurisdictions in Canada which have regard to maintenance and/or custody of children of separated or divorced parents should be established and maintained by the Government of Canada;
- (f) that judges of the unified family court should be federally appointed, specially trained in family law and subject to review regarding their equitable treatment of clients;
- (f) that there be a well-qualified, professional support staff;
- (g) that there should be equal representation of women and men in the judiciary and in all professional, technical and support services.

See also: **MATRIMONIAL PROPERTY**
FAMILY LAW
DIVORCE

FAMILY LAW

To date, federal and provincial law reform commissions have made recommendations on various aspects of family law. These include family courts, divorce, matrimonial property, maintenance and custody of children. The CACSW feels that present legislation in this field is inadequate, and recommends that the federal government meet with provincial and territorial governments to develop effective legislative action.

One area of proposed new legislation is that of child abduction. On this issue, the CACSW believes that abduction by a parent or guardian contrary to a court order for custody should be made a criminal offence. However, the Council has also noted the importance of ensuring that the police have the power to return a child to the custodial parent pending the trial of the accused parent. Moreover, care should be taken to ensure that custody disputes do not become judged by criminal courts rather than by civil courts.

See also: **CHILD CARE SERVICES**
DIVORCE
FAMILY COURT
MATRIMONIAL PROPERTY
TAXATION

FAMILY - ONE PARENT

The CACSW feels a special concern about the position of the one-parent family in Canada because the majority of such families are headed by women. It believes that the individual, not the family unit, is the proper focus for establishing social security. It further believes that each individual's economic contribution to society should be recognized whether this relates to paid labour in the labour market or to unpaid care of dependents in the home. The recommendations made by the Council include:

- (a) a review of wage disparities between men and women, which would also entail an evaluation of part-time work and the problem of sexual segregation in the labour market;
- (b) a guarantee of appropriate provisions for the maintenance and support of the financially-dependent marriage partner at the dissolution of marriage;

See also: **DIVORCE**
FAMILY COURT
MATRIMONIAL PROPERTY
TAXATION
PARENTAL BENEFITS

IMMIGRANT WOMEN

The CACSW believes that it is incumbent upon the federal government, which encourages immigration, to assist immigrant women in adapting to life in Canada, through effective language training and orientation programs. Such programs should take into consideration the needs of all immigrant women, that is, those in the labour force, those intending to join the paid labour force and those who work in the home.

One of the Council's main concerns is with working-class immigrant women who are over-represented in low-paying sectors such as the garment industry and domestic work. Thus, it recommends that more realistic measures be taken to enforce laws on minimum labour standards such as working hours, conditions and wages. It further recommends that the federal government urge all provinces that have not already done so to include domestic workers within their minimum labour standards legislation. The Council urges the federal government to assume the responsibility for informing all immigrant workers of their rights and for protecting them from discriminatory and exploitative employment practices.

In order to deal more effectively with the problems of immigrant women, the Council recommends that more women with personal and demonstrated knowledge of the problems faced by immigrant women be appointed to the Advisory Council on Employment and Immigration.

See also: **CHILD CARE**
EMPLOYMENT
PENSIONS

INDIAN WOMEN

The CACSW has stated that Section 12(1)(b) of the Indian Act is discriminatory. Under this section, Indian women who marry non-Indian men lose their Indian status and rights, whereas Indian men who marry non-Indian women do not receive similar treatment and their wives benefit by gaining Indian status and rights.

Therefore, the Council strongly supports Indian women in their request to the federal government for revision of this discriminatory section of the Indian Act, and for redress for the Indian women who have been disentitled. It also supports the Indian women's request for funds from the federal government to set up native women's centres across Canada and to participate in the process of consultations with the National Indian Brotherhood to revise the Indian Act.

MARRIAGE

The CACSW recommends that the following principles serve as the basis for amending legislation related to the recognition and protection of the marital rights of men and women:

- (a) Marriage is an economic and social partnership of legal equals. Hence, assets acquired during the marriage should be divided equally upon the dissolution of that bond.
- (b) The family is a fundamental unit of the economy. Unpaid work within the family is as vital to the unit and to society as paid work outside the family, and should be so recognized.
- (c) The welfare of children is a public as well as a private matter. Therefore, the state as well as the parents must assume responsibility for the protection, care and well-being of dependent children.

See also: **DIVORCE**
FAMILY COURT

MATERNITY AND PARENTAL BENEFITS

The CACSW is concerned not only about the concrete issues of the legal rights of pregnant workers, but also about the complex set of attitudes surrounding parenting that must be examined if our laws are to reflect society's responsibilities for its children and for the rights and needs of parents. The Council has found that pregnancy is generally still looked upon as an illness, parenting is still considered a maternal responsibility rather than a parental one, and the economic contribution of homemakers is not recognized.

The Council recommends that maternity benefits available to natural parents under the Canada Labour Code be made accessible to adoptive parents both male and female, as well. Moreover, provisions should be made for adoptive parents under the Unemployment Insurance (UI) Act.

The Council has made various recommendations with regard to the UI Act to ensure maximum protection of employees on maternity leave. These include:

- (a) elimination of the two-week waiting period;
- (b) elimination of the disqualification of claimants who have problems making child-care arrangements;
- (c) re-introduction of the special benefit rate for low income people with dependents.

Other recommendations have been made to the federal government concerning maternity and parental benefits within the public service. Included are:

- (a) two weeks paid maternity leave for mothers for the period prior to and immediately after child birth;
- (b) one week paid leave available to all fathers and male and female parents of adoptive children.

Further recommendations deal with unpaid leave, salary increments, pre-natal leave, paid sick leave in case of sickness during pregnancy and parental leave for childcare purposes.

The Council recommends that federal and provincial or territorial governments jointly consider granting homemakers a special maternity or parental allowance following the birth or adoption of a child. In addition, it suggests that under the Canada Assistance Plan a free visiting homemaker service should be made available to parents who need help during the 15 weeks following the birth of a child.

See also: **ADOPTION**
EMPLOYMENT
FAMILY ALLOWANCE

MATRIMONIAL PROPERTY

The CACSW has stated that legally, marriage should be considered a partnership of equals, and that laws relating to matrimonial property should be based on the following principles:

- (a) All real (e.g. houses, land, etc.) and personal (e.g. furniture, appliances, etc.) property owned or acquired by either spouse before marriage should continue to belong to that spouse during the marriage. Value added or interest earned on that property during marriage should be equally shared.
- (b) All real and personal property earned or acquired during the period of the marriage by either spouse should be shared equally by both spouses. Certain specific exemptions should be developed, such as for property inherited by one spouse.
- (c) Women's work inside the home should be deemed to be of equal value to their husband's work outside the home.

Therefore, to further these principles, the Council has recommended to all women's organizations across Canada that they make representations to their provincial or territorial governments advocating legislation to protect the property rights of all women within their jurisdictions.

See also: **DIVORCE**
MARRIAGE
TAXATION

OCCUPATIONAL HEALTH

The CACSW urges the federal government to develop policies, standards and regulations on occupational health that will ensure maximum protection for workers of both sexes, with special reference to the reproductive health of women in the labour force. To establish a uniform, high level of standards for occupational health and safety in Canada, greater effort should be made to increase intergovernmental consultation and information-sharing.

The recommendations made by the Council include:

- (a) that legislation be developed, monitored and enforced that would prevent discrimination based on factors related to reproductive physiology, such as reproductive capacity, pregnancy or childbirth;
- (b) that the federal government encourage and fund research that will lead to the development of effective standards, with special consideration for reproductive health;
- (c) that documents relating to occupational health hazards be publicized;
- (d) that properly trained and representative health and safety committees be established to monitor and enforce all standards and protective measures;
- (e) that employees should have the right to refuse dangerous work without loss of income or job security.

PENSIONS

The CACSW supports two fundamental principles: that all persons regardless of age and/or marital status are equal; and that all senior citizens have a right to live with dignity. With these principles in view, the Council has made various proposals concerning both the Canada and Quebec Pension Plans and Old Age Pensions.

Canada and Quebec Pension Plans (C/QPP)

The Council believes that all Canadians who work, including those who work in their own home, should have access to adequate work-related pensions in their own right. Moreover, pension plans should be free of any sex discrimination and such plans should recognize the equal contribution of spouses to the marriage partnership. Thus the Council has made the following recommendations:

- (a) that homemakers, part-time workers and low-wage marginal workers be included in the C/QPP at a level no less than half the average industrial wage;
- (b) that the C/QPP immediately implement the child-care drop-out provision for all Canadians;
- (c) that survivor benefits be mandatory in all pension plans.

Old Age Pensions

An improvement in work-related pension plans would still exclude those people who, for reasons of illness, low wages, prolonged unemployment, etc., do not accumulate adequate benefits. The Council is concerned about the inadequacy of federal government income security measures for women who are usually more financially vulnerable than men. It believes that all senior citizens whatever their previous lifestyles, should be entitled to minimum guaranteed incomes at least equal to Statistics Canada poverty lines.

At present the Old Age Security pensions (OAS) and the Guaranteed Income Supplement (GIS) provide married couples with only minimally adequate

support: unmarried pensioners (who for the most part are widows) are not adequately provided for under these plans. The Spouse's Allowance is a discriminatory benefit, providing only for people aged 60 to 65 who are married to a pensioner. Thus, the Council has recommended:

- (a) that the GIS be increased;
- (b) that the Spouse's Allowance be abolished, and that the OAS and GIS benefits be extended to all needy people between the ages of 60 and 65.

SEXUAL OFFENCES

The CACSW has recommended to the federal government that present legislation in the Criminal Code dealing with sex crimes should be reviewed. New legislation is needed to guarantee the right to individual autonomy, self-determination and self respect of all persons in the area of sexual behavior, and to provide adequate and efficient protection for the victims of sexual offences. Therefore, the Council suggests that the Criminal Code be amended in the following way: existing offences of Rape, Attempted Rape, Indecent Assault on a Female, Indecent Assault on a Male, Buggery, Bestiality and Acts of Gross Indecency should be changed to:

- (a) Sexual Assault. Elements of offence: sexual contact, intent.
Maximum sentence, five years in prison.
- (b) Sexual Assault while Armed with a Weapon. Elements of offence: sexual contact, use of or threatening with a weapon, intent.
Maximum sentence, ten years in prison.
- (c) Sexual Assault Causing Bodily Harm. Elements of offence: sexual contact, bodily harm, intent.
Maximum sentence, fourteen years in prison.
- (d) Sexual Assault with Intent to Harm or Endanger Life. Elements of offence: sexual contact, bodily harm, intent to harm or endanger life.
Maximum sentence, life imprisonment.

Furthermore, the Council supports the equal treatment of men and women whether they be victims or offenders, and the abolition of a husband's exemption from prosecution for raping his wife.

The Council has also recommended changes to the Criminal Code with regard to incest, child pornography and other forms of sexual exploitation of young people. It believes that further legislative protection is needed to protect young people from all forms of sexual assault, and especially from sexual exploitation by someone in a position of authority over them.

The CACSW recommends that any amendments to the Criminal Code concerning these offences should be supported by educational programs for the

general public and especially for those involved in the judicial process and law enforcement. "Life crisis" centres would be established through federal government funding and all victims of sexual offences should be advised of the availability of victim's compensation.

See also: **FAMILY COURT**
FAMILY LAW

TAXATION

The CACSW has made recommendations on various facets of the present system of taxation:

- (a) **Joint Taxation of the Incomes of Spouses:** the Council believes that the system would not be advantageous to women, since they are not yet on the same financial and economic level as men. Such a system would erode the independent financial position of married women who have personal sources of income.
- (b) **Deductions for Child Care Expenses:** The Council has found that the child care expense provisions of the Income Tax Act are inadequate in many respects. First, the benefit is given as a deduction, which means the same expense will give rise to a larger tax saving for women having the highest incomes. Second, since receipts are not available from most babysitters, many women cannot claim those expenses. Third, the present system discriminates against men who can only claim the deduction if they are single parents or if their wives are disabled or institutionalized. Finally, the present system totally fails to recognize the value of child care services provided by homemakers who are not in the labour force.

Of the many possible alternatives, the CACSW suggests that the present child care deduction be replaced by a flat-rate no-receipts credit to be granted to single parents in the labour force and to two-income families with young children. Moreover, this credit should be given to the lower-income spouse.

- (c) **Exemptions for Dependent Children:** The Council feels that even though the government has introduced a credit for dependent children, the measure is not adequate as it grants larger benefits to higher-income families, and little or no benefits to families whose federal tax is lower than the amount of credit.

The Council recommends that the solution would be to provide substantial cash allowances for dependent children, which would be taxable in order to avoid subsidizing wealthy families.

- (d) **Tax Deductibility of Alimony/Maintenance Payments:** On this issue, the Council has recommended that child support payments received by a spouse should not be taxed as income, and that such payments given by a spouse should not be tax-deductible. They further recommend that spouses who pay child support should be allowed to claim the regular tax exemptions for dependent children. If both spouses contribute to the financial support of their children, they should be allowed to split the children's exemptions. Also, one estranged spouse should be allowed to claim the children's exemptions while the other be allowed to report

family allowances as part of her/his income.

Other suggestions include the replacement of the equivalent-to-married exemption by a tax credit, and the deductibility over time of lump sum payments to the estranged spouse from the the one of the paying spouse.

UNEMPLOYMENT INSURANCE

The CACSW has stated that it is essential for women to have equal access and adequate coverage under the Unemployment Insurance Program so they can maintain a permanent attachment to the labour force. Women's participation in the workforce is usually affected by their responsibilities in raising their families. Because of this, they experience very limited job opportunities and are especially vulnerable to the risk of unemployment. Some of the recommendations made by the Council are:

- (a) that there should be extensive consultation with women's organizations working directly on the issues of employment and unemployment throughout any review of the Unemployment Insurance Program;
- (b) eligibility requirements and benefits should be non-discriminatory, and should recognize the work life experiences of females as well as males;
- (c) that any benefit rate structure based either on dependents or on family income should be rejected;
- (d) that a specific employment strategy for women should be developed immediately, with one of its goals being to reduce female unemployment.

See also: **IMMIGRANT WOMEN**
MATERNITY BENEFITS
EMPLOYMENT

WIFE-BATTERING

It is estimated that approximately 500,000 women in Canada are assaulted by their husbands every year. Yet wife-battering is not considered a major social problem, no widespread national or provincial programs have been designed to reduce its incidence, and only minimal help is available to such women.

The Council considers wife-battering to be a tangle of many problems involving the health, legal, civil rights, economic and educational aspects of life. Therefore, it believes that any significant decrease in the incidence of wife-battering will only be possible if the following principles are considered:

- (a) Assault is a crime no matter who the aggressor is.
- (b) Women victims have the right to protection, even from their husbands.
- (c) Women who want to leave violent situations, even if this entails leaving the family home, should be given every assistance.
- (d) The Community has an obligation to protect all its members from violence, and to encourage prevention programs.
- (e) The interests of the battered woman should be central to any proposed change in legislation and law enforcement policies.

The Council's recommendations address four priority areas for action:

- (a) the immediate need: providing transition houses and encouraging the growth of support and follow-up services. It is suggested that the potential for the Canada Assistance Plan to adequately fund transition houses and other support services for battered wives be studied;
- (b) prevention of the problem: promoting public education and awareness, and ensuring that all health professionals receive a basic information program;
- (c) improvement of the legal system: ensuring that it meets the needs of battered women and that wife battering is treated as a serious offence;
- (d) definition of the problem: developing specific programs and policies to deal with wife-battering as a separate problem and therefore not to be included under the general heading of family violence. The federal government should recognize wife battering as a priority area.

WOMEN AND THE CONSTITUTION

The CACSW believes that the Canadian Charter of Rights and Freedoms should guarantee equal rights to all Canadians, regardless of sex, in all situations, without exception. Every person should have equal rights before the law. With these principles in view, the Council took an active part in the constitutional discussions that were held until recently in the Canadian Parliament, to have this equality guaranteed in the new Constitution of Canada.

WOMEN WITH HANDICAPS

The CACSW believes that information on the many problems encountered by handicapped women is not readily available. It therefore recommends in-depth study of such problems giving special attention to the following areas of consideration:

- (a) the double disadvantage of being a woman and a handicapped person;
- (b) the care, services and technical aids available to handicapped women;
- (c) job opportunities for handicapped women;
- (d) the financial situation leading to self-reliance;
- (e) recognition and financial rewarding of the services given by people who take care of the handicapped.

The CACSW further urges the government, through Statistics Canada, to collect much-needed information on the caretakers of the handicapped as well as on the handicapped themselves.

Moreover, the Council recommends that handicapped people be appointed to serve on councils whose work directly affects the lives and financial situation of the handicapped.

WOMEN RE-ENTERING THE WORKFORCE

The CACSW is concerned about the problems faced by women when they re-enter the workforce after taking time off to raise their families. In order to alleviate some of these problems the Council recommends:

- (a) that federal, provincial and territorial governments cooperate in order to meet the child care needs of women returning to the workforce;
- (b) that the federal government expand opportunities for women in the Public Service in both full-time permanent jobs and part-time jobs. At the same time, the current economic and career disadvantages associated with part-time work should be corrected;
- (c) that unemployment benefits should be equally available to men and women, recognizing that current benefits discriminate de facto against women because of women's different work experience;
- (d) that special recruitment and training programs be established along with guidelines to evaluate the effectiveness of women's career counselling services. In addition, adequate training and re-training allowances should be made available under the Canada Manpower program.

See also: **CHILD CARE SERVICES**
EMPLOYMENT
UNEMPLOYMENT INSURANCE

WOMEN AND UNIONS

The CACSW believes that workers have a right to organize and that their right should not be denied or obstructed by employers. Furthermore, women can benefit from joining unions and from actively participating in the union movement. The Council has noted that union-derived gains made by women have greatly improved the status of women in the paid labour force, and stresses the need for continuing such improvements. The Council has recommended:

- (a) that unfair labour practices be dealt with quickly and effectively by the Canada Labour Relations Board;
- (b) that the federal government, as an employer, work with the Public Service unions in achieving equal pay for work of equal value;
- (c) that Labour Canada advertise more widely women's right to organize in unions;
- (d) that, given the poor record of labour relations in the federal banking system, the federal government investigate such practices as they pertain to unionization and union activities of women.

See also: **EMPLOYMENT**

